

## MINUTES OF THE FACULTY SENATE MEETING

September 14, 2004, at 3:30 PM in Science Building C-206

**Present:** Senators Baldrige, Boyd, Brown, Chonko, Cloud, Connally, Cordon, Cox, Diaz-Granados, Garner, Green, Hanks, Lehr, Mathis, McGee, McGlashan, McManness, Miner, Ngan, Norman, Patton (Chair), Pennington, Pinney, Purdy, Robinson, Rosenbaum, Rust, Spain, Stanley, Sturgill, Vitanza, Wallace, Williams.

**Absent with notification:** Senator O'Brien.

**Present for first part of the proceedings:** Dr. Jim Bennighof, Ms. Tiffany Hogue.

- I. The meeting was called to order at 3:34 PM.
- II. **BU-PP/Faculty Handbook.** After welcoming Senators and invited guests, the Chair asked Dr. Jim Bennighof and Ms. Tiffany Hogue from the Provost's Office to update the Senate on the ongoing revision of Baylor's personnel policies and procedures. As agreed earlier this year between the administration and the leadership of the Faculty Senate because of innumerable inconsistencies, omissions, inaccuracies, contradictions and similar problems, the Faculty Handbook will be phased out and all personnel policies consolidated in the BU-PP documents available on line. The procedures implementing the policies will likewise be placed on line, either as part of the BU-PP files or through electronic links to pertinent documents and websites.

Dr. Bennighof explained that, while no immediate action appears necessary, his office intends to work closely and diligently with the Senate to collect, update, streamline and clarify Baylor's personnel policies in a reasonably expeditious manner to achieve policy consistency and avoid confusion, especially for new faculty members. He illustrated a number of needed revisions with the help of a lengthy handout he distributed to all Senators.

Before leaving, Dr. Bennighof and Ms. Hogue fielded several questions from the floor and received suggestions related to their presentation. The Chair thanked both for their important work and pledged the full cooperation of the Faculty Senate with the understanding that all contemplated revisions be undertaken with Senate input and notification in the spirit of shared university governance. Dr. Bennighof stated that this was his view as well.

Anticipating a "New Business" agenda item, the Senate then constituted a new subcommittee to work with the Provost's Office on the matter at hand. The committee will consist of Senators Robinson (Chair), Cordon, Vitanza, and Patton (*ex officio*). It will report back to the Senate from time to time for formal votes and also seek feedback from constituents campus-wide.

- III.** Senator McGee offered the invocation, with special consideration for Senator O'Brien who was absent because of a death in his family.
- IV.** **Announcements.** The Chair indicated his intention to place on the Senate's agenda over the course of the year the issues brought up at the retreat in August, not excluding the question whether Senate meetings should be open to the public.
- V.** **Old Business**

**A: Performance Standards for Lecturers.** Senator Lehr will chair a committee composed of lecturers from around the campus and joined *ex officio* by Senator Patton to generate a list of issues and report back to the Senate.

**B: Maternity Benefits for Faculty and Medical Task Force** (Senators Purdy, Lehr, Pinney). Inasmuch as policies and procedures on both matters are currently in flux, the responsibilities of the two committees were consolidated with the one chaired by Senator Robinson (BU-PP issues) with the expectation that the issues at stake will receive due attention.

**C: SACS Document Committee Report.** Senator Cloud, chair of the ad hoc committee, reported that each Senator has now received a personal, confidential copy of the summary report. It was the sense of the Senate that no further action be taken until the October meeting and that the distributed copies of the summary report be held in strict confidentiality.

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Before taking up Item V. D. under "Old Business", the Senate empanelled two subcommittees as envisioned under "New Business":

One will study the Senate's election procedures and make recommendations for modifications, if any, before the next election cycle in February. Senators Rust (chair), Cordon, O'Brien, Williams and Patton (*ex officio*) will serve on this panel.

The second subcommittee will consist of Senators Chonko, Connally, Diaz-Granados and Pennington, and will, upon his recent suggestion, act as a liaison to the President to keep him advised of concerns dear to the faculty and their Senate representatives, and to convey to the Senate concerns the administration may have vis-à-vis the faculty.

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**D: Faculty Referendum on President Sloan.** The Chair reported that former Regents Chairman Drayton McLane, although made aware in writing of the May resolution of the Faculty Senate, may not in fact have informed fellow regents of the Faculty Senate's desire to conduct a faculty referendum on the leadership of

President Sloan in the event he remained in office by the beginning of the Fall 2004 semester. By contrast, current Regents Chairman Will Davis is aware of both the May and August resolutions, has agreed to share them with fellow regents, and has promised to respond to the Faculty Senate by September 27.

The Senate's Executive Committee then put forth a draft resolution which, in the event of a negative response from the Board of Regents, would have called for the Senate to arrange with an independent third party to conduct the envisioned faculty referendum by mid October. After debate, and cognizant of the advanced hour that had reduced the number of Senators present to twenty-seven, the Senate voted upon a motion by Senator Diaz-Granados, seconded by Senator Connally, to table the resolution until its next meeting, be it a called or regular one, by a margin of 17-10 with no abstentions.

- VI.** With neither time nor apparent desire to conduct further scheduled business, the meeting was adjourned at 5:33 PM.

Respectfully submitted,

Eric C. Rust  
Secretary, Faculty Senate